

**BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA**

LINDA LITTLE,  Charging Party,  -v-  UNITED PARCEL SERVICE,  Respondent	Cause No. 0041011087  ORDER
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On December 1, 2004, the Human Rights Bureau issued a Final Investigative Report and corresponding Notice of Dismissal and Notice of Right to Sue in the above-captioned matter. Charging Party, Linda Little (Little), filed objections with the Montana Human Rights Commission (Commission). The Commission considered the matter on March 14, 2005.

In the Final Investigative Report (FIR), the Human Rights Bureau Investigator determined a preponderance of the evidence did not support Little's assertion that UPS unlawfully discriminated on the basis of disability when it failed to hire her for an open position. After careful and due consideration, the Commission concludes the determination of the Human Rights Bureau is supported by the record and there was no abuse of discretion in the issuance of a Notice of Dismissal. *Admin. R. Mont. 24.9.1714(3)*.

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *Mont. Code Ann. § 49-2-509(5) (2003); Admin. R. Mont. 24.9.1714(5)*. If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is overruled. The Commission adopts the determination of the Human Rights Bureau and the Notice of Dismissal is affirmed.

DATED this \_\_\_\_ day of March 2005.

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Chair Franke Wilmer  
Human Rights Commission

## **CERTIFICATE OF SERVICE**

The undersigned employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on March \_\_\_\_ 2005.

LINDA LITTLE  
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Montana Human Rights Bureau